NSTC STRATEGY DESIGN

Strategic Environment

The importance of the maritime domain is increasing as others seek to grow.

Adapt processes to be inherently receptive to innovation and creativity.

Resources for Manpower, Training, and Education (MPTE) will remain constrained.

Looking Ahead

Aggressively pursue implementation of the core tenets of the "Sailor 2025" program.

Success requires that we become better and faster learners, amenable to rapid change when needed.

Existing and planned capabilities must be combined in new ways that offer more than the sum of their parts.

Mission Statement

NSTC continuously shapes future generations of warfighters through the knowledge, skills, and abilities we impart on officer candidates, midshipmen, and recruits during accessions training.

Vision Statement

To provide premier education and training by using the most dynamic learning and development processes. To cultivate a culture of personal and professional growth for life-long learning, training, and service. To develop a highly qualified, skilled, and motivated staff to support, instruct, mentor, and lead. To anticipate and respond to emerging training needs to meet Fleet requirements.

Guiding Principles

CPI

NSTC will employ Continuous Process Improvement (CPI), using Lean Six Sigma (LSS) principles, to increase efficiency and reduce waste, process variability and bottlenecks.

KPI

NSTC will utilize Key Performance Indicators (KPI) to determine if we have met our goals.

Stewardship

NSTC will actively allocate and manage our resources to ensure that they are effectively and appropriately used to serve our service and our nation.

Strategic Goals / Lines of Effort (LOEs)

Enable the Total Workforce

NSTC will develop a diverse workforce and will improve the capability of this workforce by promoting a culture that values the professional and personal development of its employees. NSTC will ensure its workforce possesses the skills and abilities needed to meet its current and future mission requirements while optimizing operational costs and efficiency.

- Aggressively promote professional development, including certifications and qualifications, of all staff
- Execute effective mentorship program
- Minimize student to staff ratio, as appropriate
- Expand and enhance Master Training Specialist (MTS) program across domain
- Expand Naval Junior Reserve Officer Training Corps (NJROTC) and Navy National Defense Cadet Corps (NNDC) program
- Employ alternate hiring options to enhance workforce
- Expand knowledge and utilization of CPI

Enhance Production Management

NSTC will enable linkages between all production partners, both internal and external, to drive sound decisions. Collecting and analyzing accurate, timely, and comprehensive information throughout the production cycle, NSTC will meet Officer and Enlisted production requirements, in quantity and quality.

- Leverage analytics to reduce attrition
- Track and share key productions metrics with all stakeholders
- Conduct Service Selection Review
- Review Naval Reserve Officer Training Corps (NROTC) Grade Point Average (GPA) requirements
- Develop ranking process for NROTC units
- Enable electronic hard card

Employ Innovative, Effective Learning Interventions

NSTC will identify the best learning strategies and training techniques to impart the desired Knowledge, Skills, and Abilities (KSAs). NSTC will consistently apply innovative, cost-effective learning concepts to stimulate Sailors, enhance Fleet readiness, and optimize operational performance.

- Execute e-Sailor Pilot-to-Production
- Periodically evaluate instructors
- Investigate alternate small arms training methods
- Implement Sexual Assault, Prevention, and Response (SAPR) Knowledge Center
- Utilize fitness trackers to evaluate effectiveness of current physical training approach
- Evaluate Conning Officer Virtual Environment (COVE) and expand as appropriate
- Pilot Cyber Warfare training

Ensure Learning Verification

NSTC will identify and verify that all Sailors possess the right KSAs for assignment upon completion of accession training. NSTC will develop and capture metrics that allow us to quantitatively assess how well the organization is imparting desired KSAs to our Sailors. NSTC will combine these metrics with qualitative indicators from the Fleet and other downstream partners to understand the readiness levels of our Sailors.

- Execute Massive Multiplayer Online Wargame Leveraging the Internet (MMOWLI) for Enlisted population
- Revise curriculum based on Professional Core Competencies (PCCs) and evaluate effectiveness
- Solicit feedback from graduates to enhance curriculum
- Investigate incorporating comprehensive Naval Science exam